

US Army Medical Cost Avoidance Model (MCAM) Occupation Selection

Purpose

The Medical Cost Avoidance Model (MCAM) provides the user the capability to select a population representative of the personnel that are operating and/or maintaining the materiel system assessed for health hazards or the discreet occupational population identified for a prevention program. Data specific to the selected occupational field is applied for the medical cost avoidance provided by the MCAM. The occupational field default is set to All-Army Wide unless the user selects an occupational field.

Challenges

Originally, the goal was to design the down selection process for the MCAM user by Military Occupational Specialties (MOS) and/or Area of Concentration (AOC); however, this scheme presented several challenges.

- Using MOS codes required extensive knowledge by the end user and the description for each is difficult to explain in a drop down menu.
- The data reported in the Military Health System Management and Analysis Tool (M2) is by DoD Occupation code, which may have multiple service level MOS/AOC codes per DoD Occupational code.
- Some DoD Occupation codes/MOS/AOC codes have very low population counts, which result in skewed or null results due to an insufficient sample size.

The Army Regulation 600-3 and Department of the Army Pamphlet 600-3 provides guidance for occupational subsets by functional categories and branches; however, these classifications do not suit the needs for MCAM because--

- They can be too broad and contain occupations that vary distinctively by occupational settings and health hazard exposure. For example, the Engineer (12 series branch) contains combat engineers, construction crews, divers, plumbers, and electricians.
- Officer and enlisted occupations do not correlate by branch series. For example, the AOC for officers in the Medical Branches (Series 60, 61, 62, 65, and 67) correspond to specific enlisted MOS codes in the 68 series.

Solution

Provide the MCAM user a drop down menu to select specific grouping of occupations based on similar occupational settings that consider health and occupational exposure (e.g. health hazards and equipment use) based on job descriptions and assignments from DA PAM 611-21.

The first drop down selection is the most general in nature and the occupation selection becomes more specific with the second and third level. A second or third level is not available for all groupings. Table 1 shows the occupational drop down selection for the MCAM user. These grouping are referred to as Occupational Fields in the MCAM.

Table 1. Occupational Fields Drop Down Selection for the MCAM User

First	Second	Third
Combat Arms	Infantry	
	Field Artillery	Cannoneer
		Fire Support
		Maintenance/Repair
	Air Defense Artillery	Crewmember
		Maintenance/Repair
	Armor	Crewmember
		Maintenance/Repair
Aviation	Special Forces	
	Pilots	
	Maintenance/Repair	
	Air Traffic Control	
Engineer	Unmanned Vehicles	
	Combat	
	Construction	
	Geospatial	
Medical	Clinical/Nonsurgical	
	Surgical	
	Laboratory	
	Emergency	
	Psychology/Behavioral health	
	Physical/Occupational therapy	
	Environmental/Occupational Health	
Transportation	Wheel Vehicle	
	Marine	
	Rail	
	Operations	
Maintenance/Repair	Wheel Vehicle	
	Tracked Vehicle	
	Electronic equipment	
Utilities	General	
	Water	
Military Operations	General	
	Psychology	
Signal	Information technology/Cyber	
	Tactical	
	Maintenance/Repair	
Administrative		
Chaplain		
CBRN		
Civil Affairs		

Dentistry		
Diver		
Firefighter		
Food Service		
Logistics/ Supply		
Military Intelligence		
Military Police		
Mortuary Affairs		
Musicians		
Ordnance		
Petroleum Specialist		
Photographer		
Senior Leadership		
Veterinary		

Limitations

There are limitations to the solution because of the MOS coding associated with DoD occupational classifications.

- All officers and warrant officers in the combat arms category are given the same DoD occupation codes regardless of their AOC/MOS codes.
- All First Sergeants and Sergeant Majors are classified under the same DoD occupation code regardless of their MOS.
- There are two DoD occupational codes that have MOS coding that cross over to multiple major fields, which restricted further division for occupational setting. The DoD occupational Code 110200 includes MOS codes 15N, 25Q, 25S, 25T, 35T, and 95R, which span across aviation, signal, and intelligence categories. The DoD Occupational code 220700 includes MOS codes 14A, 150A, 290A, 29A, 40A, and 40C that span across artillery, aviation, signal, and space operations (not included in break down because of the limitations of the DoD occupation code).
- The AOC code 67J Aeromedical Evacuation (Medical Evacuation Pilot) is classified under DoD occupation Code 260900, Health Service Administration. A request to the DOD Occupational Database manager has been made to have the 67J reclassified as a pilot.